

International
Electrical



Brotherhood
Workers

AFL-CIO

Local Union No. 332

2125 CANOAS GARDEN AVENUE, SUITE 100

SAN JOSE, CALIFORNIA 95125

Telephone: (408) 269-4332

Fax: (408) 979-5500

January 5, 1012

Gina Donnelly, Deputy Director
CITY OF SAN JOSE
Office of Employee Relations
200 East Santa Clara Street
San Jose, CA 95113

RE: Negotiations and Sick Leave Payout

Dear Gina:

It has recently come to my attention that the City has extended the sick leave payout options through June 30, 2012 for all of the bargaining units except for IBEW, AFSCME and OE 3. The IBEW had this benefit taken away as of December 31, 2011 as a result of the terms and conditions that were imposed on July 1, 2011.

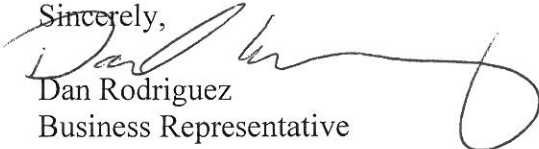
The IBEW is very concerned with the disparate treatment of Sick Leave Payout. This disparity is particularly unfair when you consider that in the past some of our members, being conscientious employees, came in on days when they were not feeling particularly well and could have called in sick. Now they are being "punished" for their loyalty and dependability by being made subject to losing their accumulation of earned (and reduced) sick pay.

The needless elimination of the sick leave payout for our union as well as other unions that were unable to come to terms on a contract indicates to us that you are selectively punishing the unions that did not agree with the City's position during negotiations.

IBEW is requesting that the sick leave payout benefit be reinstated to our represented employees with the same provision extended to the other bargaining groups and Senior Management Team with an expiration date of July 1, 2012 accordingly or until an alternative option is derived.

We look forward to hearing from the City to the extent that this provision will be extended to our bargaining groups. We also remain optimistic that on this occasion the City will participate in good faith.

Sincerely,


Dan Rodriguez
Business Representative

DR:jmc/opei#29